

Indiana Civil Rights Commission
AGENCY MONTHLY REPORT
JULY 2013



Jamal L. Smith
Executive Director

Intake

The Intake section of the report shows the number of phone, web and/or mail inquiries received from the public. It also shows the number of jurisdictional complaints drafted and mailed. The number of signed complaints received for investigation is also reported.

	Jan 2013	Feb 2013	Mar 2013	Apr 2013	May 2013	June 2013	July 2013	Aug 2013	Sept 2013	Oct 2013	Nov 2013	Dec 2013	Year to Date
Total Number of Inquiries	303	263	288	359	342	309	342						2206
Number of Complaints Drafted	66	77	81	113	99	89	97						625
% of inquiries drafted	22%	29%	28%	31%	29%	29%	28%						36%
Employment	54	60	66	83	81	69	65						478/77%
Housing (Real Estate)	4	2	7	10	3	11	14						51/8%
Public Accommodation	7	12	4	13	10	9	15						70/11%
Credit	0	0	0	0	0	0	0						0/0%
Education	1	3	4	7	5	0	3						23/4%
Unknown	0	0	0	0	0	0	0						0/0%
Number of Complaints Formalized	63	56	65	88	83	87	96						538
Employment	47	39	43	59	59	74	61						382
Transferred from EEOC*	3	0	0	0	2	19	22						46
Housing (Real Estate)	9	7	14	9	13	5	24						81
Transferred from HUD**	3	2	5	1	2	2	7						22
Public Accommodation	6	8	4	14	10	5	10						57
Credit	0	0	0	0	0	0	0						0
Education	1	2	4	6	1	3	1						18

*EEOC sends cases to ICRC pursuant of the Deferral Program. These transfers are included in the total # of EEOC complaints formalized.

**Reflects cases retrieved from Teapots. These transfers are included in the total # of HUD complaints formalized.

Inquiries by Region

This section provides a breakdown of the inquiries received by each region.

	Jan 2013	Feb 2013	Mar 2013	Apr 2013	May 2013	June 2013	July 2013	Aug 2013	Sept 2013	Oct 2013	Nov 2013	Dec 2013	Year to Date
Total Number of Inquiries by Region	303	263	288	359	342	309	342						2206
Region 1	32	23	26	34	35	38	48						236
Region 2	23	26	30	29	27	27	34						196
Region 3	17	23	17	18	27	31	28						161
Region 4	10	9	9	18	11	9	10						76
Region 5	135	122	131	169	158	132	133						980
Region 6	25	17	19	21	33	28	31						174
Region 7	8	14	10	24	10	9	4						79
Region 8	18	8	12	18	18	12	32						118
Region 9	25	17	30	21	16	19	14						142
Unknown/Out of State	10	4	4	7	7	3	8						43

Region 1: Jasper, Lake, LaPorte, Newton, Porter, Pulaski and Starke

Region 2: St. Joseph, Elkhart, Marshall, Fulton, Kosciusko, Wabash, Cass and Miami

Region 3: LaGrange, Steuben, Noble, Dekalb, Whitley, Allen, Huntington, Wells and Adams

Region 4: White, Benton, Warren, Tippecanoe, Carroll, Clinton, Fountain and Montgomery

Region 5: Boone, Hamilton, Hendricks, Marion, Hancock, Morgan, Johnson and Shelby

Region 6: Howard, Grant, Blackford, Jay, Tipton, Madison, Delaware, Randolph, Henry, Wayne, Rush, Fayette, Union and Franklin

Region 7: Vermillion, Parke, Putnam, Vigo, Clay, Owen, Sullivan, Greene and Monroe

Region 8: Knox, Daviess, Martin, Lawrence, Gibson, Pike, Dubois, Orange, Crawford, Posey, Vanderburgh, Warrick, Spencer and Perry

Region 9: Brown, Bartholomew, Clark, Dearborn, Decatur, Floyd, Franklin, Harrison, Jackson, Jefferson, Jennings, Ohio, Ripley, Scott, Switzerland and Washington

Unknown: If the location of the inquiry cannot be identified.

Investigation

The Investigation section shows the overall age of cases currently being investigated by the agency. Cases over 100 days in Real Estate or 180 days in all other cases could be in the Legal Department pending a decision. (Aged is >100 days in Real Estate and >180 days in all other cases).

	Jan 2013	Feb 2013	Mar 2013	Apr 2013	May 2013	June 2013	July 2013	Aug 2013	Sept 2013	Oct 2013	Nov 2013	Dec 2013	Year to Date
% of Aged Cases by Area													
Employment	19%	11%	8%	5%	2%	3%	1%						7%
Housing (Real Estate)	0%	6%	0%	0%	0%	0%	0%						1%
Public Accommodation	10%	2%	9%	0%	2%	2%	0%						4%
Credit	0%	0%	0%	0%	0%	0%	0%						0%
Education	23%	13%	6%	11%	10%	5%	5%						10%
Open Cases by Area													
Employment	288	291	295	317	354	404	425						
Housing (Real Estate)	38	35	39	44	50	35	52						
Public Accommodation	61	63	59	68	75	76	82						
Credit	0	0	0	0	0	0	0						
Education	20	22	25	27	28	29	29						

Closures

The Closure section indicates the number of cases closed and how the case was closed after a complete investigation. NPC = No Probable Cause, CWS = Closed with Settlement (Mediation Agreement), CW = Closed Withdrawal, AD = Administrative Dismissal (Lack of Jurisdiction, Failure to Cooperate/Locate), FO = Final Order.

	Jan 2013	Feb 2013	Mar 2013	Apr 2013	May 2013	June 2013	July 2013	Aug 2013	Sept 2013	Oct 2013	Nov 2013	Dec 2013	Year to Date
Number of Cases Closed	39	53	45	31	27	42	45						282
Employment	26	38	30	20	17	15	38						184
Housing (Real Estate)	12	9	6	5	7	19	2						60
Public Accommodation	1	6	8	4	1	6	4						30
Education	0	0	1	2	2	2	1						8
Credit	0	0	0	0	0	0	0						0
Type of Closure													
NPC	21	39	28	21	18	23	35						185
CWS	9	10	13	6	5	10	5						58
CW	2	3	2	2	1	4	3						17
AD	3	1	0	2	3	5	2						16
FO	4	0	2	0	0	0	0						6

Legal

The Legal section tracks cases receiving probable/reasonable cause, as well as provides information on active cases being handled by the Legal Department.

	Jan 2013	Feb 2013	Mar 2013	Apr 2013	May 2013	June 2013	July 2013	Aug 2013	Sept 2013	Oct 2013	Nov 2013	Dec 2013	Year to Date
Probable/Reasonable Cause Findings	1	5	6	6	3	5	4						30
Employment	1	5	2	0	2	1	4						15
Housing (Real Estate)	0	0	1	1	0	3	0						5
Public Accommodation	0	0	3	4	1	0	0						8
Education	0	0	0	1	0	1	0						2
Credit	0	0	0	0	0	0	0						0
Active Cases													
Employment	31	33	32	33	34	33	32						
Housing (Real Estate)	14	15	14	14	14	17	17						
Public Accommodation	8	8	8	8	8	8	8						
Education	5	5	5	5	5	5	5						
Credit	0	0	0	0	0	0	0						
Average Age of Cases since NOF*	430	429	462	439	458	456	447						

*NOF (Notice of Finding). This includes cases that are now pending in state court.

Probable Cause Findings for the current month

This section provides detailed information on probable cause findings.

Kroeger, T. v. Adecco is an employment case based on disability and race. Complainant alleged that she was denied an accommodation and terminated due to her disability and race.

Delgadillo, L. v. Colima Restaurant is an employment case based on sex. Complainant alleged that she was harassed and subjected to a hostile environment.

Cope, M. v. Knox County Association for Retarded Citizens, Inc. is an employment case based on disability. Complainant alleged that she was denied an accommodation and terminated due to her disability.

Sharma, K. v. House of Kids Daycare is an employment case based on religion. Complainant alleged that she was terminated because of her religious beliefs.

Final Orders

This section provides information on cases that receive Final Orders by The Commission.

N/A

Articles of Interest:

Playoff push packed with promotions, including Civil Rights game Sat. (Indy Indians, July 30, 2013)

http://www.milb.com/news/article.jsp?ymd=20130730&content_id=55259066&fext=.jsp&vkey=news_t484&sid=t484

ICRC, FHCCI to host Fair Housing CLE seminar in Indianapolis Oct. 4th (ICRC Newsroom, July 29, 2013)

<http://www.in.gov/icrc/2701.htm>

New digest of EEO law issued by EEOC (EEOC Newsroom, July 29, 2013)

<http://www.eeoc.gov/eeoc/newsroom/release/7-29-13.cfm>

Getting the balance right: New Metro chief mindful of dual agency claims (Journal Gazette, July 28, 2013)

<http://www.journalgazette.net/article/20130728/EDIT10/307289970/1021/EDIT>

ICRC announces details for CLE seminar in Elkhart on September 20th (ICRC Newsroom, July 26, 2013)

<http://www.in.gov/icrc/2700.htm>

Examining Indiana's Second Chance Law (Indianapolis Recorder, July 25, 2013)

http://www.indianapolisrecorder.com/opinion/article_bd3986ee-f53c-11e2-a4c8-0019bb2963f4.html

Plainfield police to hold news conference on missing Morgan Johnson (FOX-59, July 25, 2013)

<http://fox59.com/2013/07/19/plainfield-police-to-hold-news-conference-on-missing-morgan-johnson/#axzz2a4yPKjiW>

Day care faces discrimination charge (Greenfield Daily Reporter, July 23, 2013)

http://www.greenfieldreporter.com/view/local_story/Day-care-faces-discrimination-1374628664

HUD publishes new proposed rule on affirmatively furthering fair housing (HUD Newsroom, July 19, 2013)

http://portal.hud.gov/hudportal/HUD?src=/press/press_releases_media_advisories/2013/HUDNo.13-110

IUPUI Great Lakes Equity Center releases details on fall institute (IUPUI Newsroom, July 19, 2013)

<http://glec.education.iupui.edu/fall-2013-eli.html>

Indians honor players who paved the way for Blacks (Indianapolis Recorder, July 18, 2013)

http://www.indianapolisrecorder.com/sports/article_0063abb2-efb5-11e2-a3e6-001a4bcf887a.html

Black community leaders honored at Expo's Governor's Reception (Indianapolis Star, July 16, 2013)

<http://www.indystar.com/article/20130716/NEWS/307160095/Black-community-leaders-honored-Expo-s-Governor-s-Reception>

From Athlete to State Executive: Jamal L. Smith (Que Viva, July 2013)

<http://quevivaindiana.com/que-viva-indiana-july-2013-issue/>

La Porte restaurant charged with sex discrimination (WNDU 16, July 11, 2013)

<http://www.wndu.com/news/headlines/La-Porte-restaurant-charged-with-sex-discrimination--215071801.html?ref=801>

Ex-Target workers sue, allege race discrimination (Black America Web, July 11, 2013)

<http://blackamericaweb.com/145063/target-workers-sue-allege-race-discrimination/>

ICRC, Indianapolis Indians to host Second Annual Civil Rights Game (ICRC Newsroom, July 12, 2013)

<http://www.in.gov/icrc/2697.htm>

State cites LaPorte restaurant for sex discrimination (Northwest Indiana Times, July 11, 2013)

http://www.nwitimes.com/business/local/state-cites-laporte-restaurant-for-sex-discrimination/article_84c1d212-c65b-578a-8c10-47a4c3fa8a77.html

Fatherless Men: Men discuss overcoming the pain and moving forward (Indianapolis Recorder, July 10, 2013)

http://www.indianapolisrecorder.com/news/article_b24feb50-e9c6-11e2-96bb-0019bb2963f4.html

Indianapolis apartment complex charged with violating the Indiana Fair Housing Act (ICRC Newsroom, July 8, 2013)

<http://www.in.gov/icrc/2695.htm>

Access to websites for people with disabilities: A new civil rights frontier (Detroit Free Press, July 5, 2013)

<http://www.freep.com/article/20130705/BUSINESS06/307050017/ADA-websites-compliant-Internet>

Fort Wayne Human Rights Commission names director (Fort Wayne Journal Gazette, July 4, 2013)

<http://www.journalgazette.net/article/20130704/LOCAL/307049955/1002/local>

ICRC to host CLE seminar in Gary on August 2nd (ICRC Newsroom, July 3, 2013)

<http://www.in.gov/icrc/2694.htm>

New Indiana laws aim to improve lives (WTHI-TV 10, Terre Haute, July 1, 2013)

http://www.wthitv.com/dpp/news/local/new-indiana-laws-aim-to-improve-lives#.Uda0e03D_cs